

The pace of changes that occur in the surrounding reality makes organizations prone to continuous changes within themselves too. The change is perceived as a temporary episode, but it seems that, paradoxically, it is the only stable element of the reality. Meanwhile, the percentage of failures in the implementation of organizational changes is quite low. The subject of the study is to investigate psychological mechanisms responsible for organizational change reactions. Most publications within this field tackle this issue from the macro perspective, analyzing strategic process of managing organizational change. Six studies are planned to be conducted: five of them will be administered among adult employees, whose organizations undergo organizational changes, and one of them is experimental. The aim of the studies is to investigate how organizational culture affects change communication and how its contingency with employees' regulatory focus influences reaction to change. It should also be noted that the employees are not just passive recipients of organizational change, but can "design" changes in the workplace, when they experience a mismatch between the current situation and their needs. Job crafting is an initiative of employees, which is aimed at changing the job towards more tailored to their preferences. These changes may relate to different aspects of the work - professional tasks (e.g. number of tasks, which are taken by the employee), relationships in the workplace (e.g. the intensity of customer relations) and cognitions about the job (e.g. the importance attributed to the goals pursued). Job crafting is not about reorganizing the work as such, but rather about making changes in some of its aspects within the context organization. The purpose of the above adjustments is to increase a job-person fit and - as a consequence - the motivation for job performance. Since organizational changes have a significant impact on the efficiency of work and quality of life of the employees, it is important to explore the factors determining how employees respond to them. The research will also allow us to fully adapt Job Crafting Scale, which will allow the use of this tool to examine this phenomenon in Polish organizations, which - to our best knowledge - has not been demonstrated yet.